

## **Governmentwide Authority**

### **Authorities: 5 U.S.C. Section 3304 and 5 CFR Part 337, Subpart B**

Using OPM approved governmentwide or agency specific direct-hire authorities, agencies may appoint candidates to positions without regard to the requirements in title 5 U.S.C. 3309 through 3318. In order for an agency to use direct hire, OPM must determine that there is either a severe shortage of candidates or a critical hiring need for a position or group of positions.

When using the direct-hire authority, agencies must adhere to the public notice requirements in 5 U.S.C. 3327 and 3330, and the displaced employee procedures in 5 CFR part 330, subparts B, F, and G. When documenting appointments using a direct-hire authority, an agency must use two authority codes. The first code is "AYM" and will automatically fill in with "Reg. 337.201." The second authority code will be the individual one associated with the specific direct-hire authority. These codes are listed below along with the information about each direct-hire authority.

### **Governmentwide Direct-Hire Authorities:**

**Medical Occupations** - All grade levels at all locations for the following occupations (GW001, issued June 20, 2003), **Second authority code BAB:**

- Diagnostic Radiologic Technologist, GS-0647
- Medical Officer, GS-0602
- Nurse, GS-0610, GS-0620
- Pharmacist, GS-0660

**Information Technology Management** (Information Security), GS-2210, GS-9 and above at all locations (GW002, issued June, 20, 2003), **Second authority Code: BAC**

**Positions involved in Iraqi Reconstruction Efforts** that require fluency in Arabic or other related Middle Eastern languages at all WG levels, single-grade interval occupations in the General Schedule (GS), and two-grade interval GS occupations at GS-9 and above. Agencies may appoint U.S. citizens to positions at all locations. (GW003, issued July 1, 2003), **Second authority Code: BAD**

**GW-004, Effective September 30, 2012 is extended by Sec. 1103 of P.L. 112-239, National Defense Authorization Act (NDAA) FY 2013, for Federal Acquisition positions covered under title 41, United States Code 433(g)(1)(A).** This authority is based on a severe-shortage of candidates. Prior to using this authority, the department and agency heads (other than the Secretary of Defense) must determine whether a shortage of highly qualified individuals exists. When determining the existence of a shortage of highly qualified individuals, agencies are required to use the supporting evidence prescribed in 5 CFR 337.204(b). The supporting evidence must be kept in a file for documentation and reporting purposes. In accordance with 5 CFR 337.206(c), OPM may request information from agencies on their use and implementation of this direct-hire authority. This authority expires on September 30, 2017. Agencies may not

appoint any individual to a position of employment using this authority after September 30, 2017. The legal authority code for SF-50 item 5-E is **“BAE.”**

**GW-006 (VMO)** Issued on February 12, 2009 for Veterinary Medical Officer positions at the GS-11 through GS-15 grade levels (or equivalent) nationwide to include overseas territories and commonwealths including Puerto Rico, Guam, and Virgin Islands, may be used indefinitely or until OPM terminates this authority. This authority is based on a severe shortage of candidates. In accordance with 5 CFR 337.206(c), OPM may request information from agencies on their use and implementation of this direct-hire authority. On a periodic basis OPM will determine if continued use is supportable. The legal authority code for SF-50 item 5-E is **"BAG."**